

PCTWC Annual Report

December 31

2012

The Pima County/Tucson Women's Commission provides Pima County and the city of Tucson with an official agency to assist women to achieve equality of opportunity in all aspects of life in our Republic, and to take positive action to expose, eliminate, and prevent the practice of discrimination against women.



Submitted to the Mayor and Council
of Tucson and the Board of
Supervisors of Pima County

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December, 2012

Dear Mr. Mayor, Members of the City Council, Members of the Board of Supervisors:

Per the requirements for appointed commissions, we are pleased to submit the 2012 annual report of the activities of the Pima County/Tucson Women's Commission. (PCTWC). The format of the report is designed to synchronize with the Commission's functions and purposes as directed by City and County Ordinance.

In 2012 we estimate that the Commission's work has impacted the lives of over 5,000 women and men. Notably, since 2010 the PCTWC has functioned as an all-volunteer agency providing a variety of activities and services in the community without financial assistance from our local governments. We have made extensive accomplishments with the financial assistance from a few for the good of the many. That being said, 2013 will be a pivotal year in the future of our Commission. Effective July 1, 2013, Alison Hughes will resign as the Commission Chair and volunteer Director, a position that demands at least 30 hours a week of her time.

The Ordinance creating PCTWC requires that before March 1 each year, the Commission submit a budget request to the City and County. We have chosen not to do so since 2010, respecting the weak financial condition of our governments during this period. However, because the economy is beginning to improve, we are herewith requesting a small amount of funding from each of the governments to enable us to engage a part-time director. To that end, we respectfully request that the City and the County recognize our accomplishments by providing \$18 vg,500 each in funding support to enable us to continue, effective July, 2013. Budget details are included at the end of this report.

Alison Hughes

For Commission Members

Nena Ashton
Jennifer Hesketh Aviles
Dr. Joyceen Boyle
Imelda V. Cuyugan
Maxine Goodman
Dr. Margaret Higgins
Lucy Howell

Alison Hughes
Lucinda Hughes-Juan
Debra Johnson
Emma Juan
Marietta Martin
Martha J. Moore-Monroy
Shirley Muney

Mohur Sarah Sidhwa
Annie Sykes
Sheila Tobias
Dr. Mercy Valencia
Cecilia Vindiola
Dr. Kathleen Williamson

The Pima County/Tucson Women's Commission serves as a clearinghouse by collecting, coordinating, and disseminating information concerning women.

The PCTWC acts as conciliator or mediator upon request to disputes or controversies within the scope of the Commission.

Examining Current Discrimination Practices and Collaborating With Experts

In March the Commission generated a meeting with experts on discrimination and current laws that protect against discriminatory practices in the community. Attending along with members of PCTWC were representatives of the U.S. Department of Labor-- Office of Federal Contract Compliance Programs, and the Wage and Hour Division; Arizona Center for Disability Law; Tucson Immigrant Workers' Project at the University of Arizona Law Clinic, the U.S. Equal Employment Opportunity Commission, Arizona Office, the National Labor Relations Board, and six local attorneys who specialize in discriminatory practice complaints. The event offered an important opportunity for experts to share national policy trends as well as current procedures and practices in implementing current laws. The move toward electronic complaint filing at national and state levels, while more efficient, challenges the skills of some complainants who lack computer skills which require online form completion.

Commissioners learned of the importance of reaching out to small employers to educate them about sexual harassment issues in the workforce. The representative of the Arizona Center for Disability Law spoke of the importance of protecting young women entering the work force in their first office jobs, and in the fast food industry, where they are uneducated on how to handle sexual harassment experiences. We learned that the Equal Employment Opportunity Commission places a higher priority on investigating systemic discrimination cases, rather than on individual cases, although the latter is still pursued. Some of the attorneys advised of the "backsliding" that is occurring in today's climate in Arizona, and pointed to the need for hiring more women in jobs such as heavy equipment operators, fire fighting, and the like. We further learned of an employment practice that reveals that some employers have stepped up severance pay practice by making employees sign releases before they are let go, and giving separation payments in exchange for the release being signed. The signers are unaware that they are signing away their right to complain or sue if they are fired.

Discussion was also directed to the composition of the Federal courts, particularly the benches in Phoenix and Tucson, which lack sufficient Mexican American, African American and female judges with experience in discrimination cases. A number of recommendations were directed toward the Pima County/Tucson Women's Commission by the participants:

- Provide seminars and opportunities to educate people about their employment rights.
- Advocate with our Congressional delegation to modify the Title VII law to allow the Equal Opportunity Commission to litigate its own cases.
- Educate youth regarding their workplace rights via an informational publication.

- Examine Tucson Electric Power Company's policies regarding hiring women in line positions.
- Educate small businesses regarding the cost effectiveness of good employment practices.
- Partner with Spanish-speaking media such as Telemundo to generate messages in Spanish regarding laws protecting against discriminatory practices.

While lack of adequate funding has hindered our capacity to act on all of the above recommendations, Commission members have taken action on some of them. For example, a number of Commissioners received training in how to handle discrimination complaints from willing staff members of the Arizona Civil Rights Division (ACRD), Office of the Arizona Attorney General. The training offered excellent information about the specifics of national and state laws that protect against discrimination, and how to file complaints.

The Commission has since established a monthly clinic on discrimination for any member of the community who wishes to discuss discrimination experiences or pursue complaints. The clinics are offered on the last Wednesday of the month at 5:30 pm at the Commission building. Since then we have seen a steady flow of complainants as word of the clinics spreads. For example, we informally mediated one complaint to the satisfaction of both parties making it unnecessary for the complainant to file with ACRD. We assisted two complainants with filings to ACRD. Notably, this procedure usually takes from two-three hours of discussions with the complainant, including the online filing procedures. The ACRD Director recently commented that as a result of our work the complainants we have assisted are much better prepared for their interviews with ACRD staff.

This work allows Commission members to gain a deeper understanding of the types of sex and race discrimination that are being employed in the community. Such discrimination is both overt *and* covert. It covers pay inequities, and serious male harassment of women and minorities in the work site. The purpose of the original ordinance creating the Women's Commission is as much needed today, over 35 years later, as it was needed in 1975. *There is a crucial need for public officials to address the functions and authority of Commissions such as ours as well as their commitment to addressing societal inequities through boards and commissions.*

Publishing a Brochure on Sex Discrimination Complaints

The Commission created, published, and disseminated over 1,000 copies of a three-fold brochure entitled, "When, How and Where to File a Sex Discrimination Complaint if You Live in Pima County, Arizona." Attorneys at the Civil Rights Division, Attorney General's Office, generously proof-read the content for accuracy prior to its publication.

Creating a Diversion Program for Women Trafficked Into Prostitution

Some Commission members have been actively involved in a program initiated by City Councilman Steve Kozachik to create a diversion program for young women who have been trafficked into prostitution. The Commission's 2011 experience with Club Turbulence, one of the city's questionable strip establishments, fomented our interest and support for this new and emerging program. Prior to its authorization to serve liquor there was encouragement for under-age women to dance nude at this establishment. When Commission members learned of this practice, we were outraged, and joined the families and neighborhoods of some of the girls who had been dancing at the establishment in an unsuccessful attempt to oppose the liquor license authorization. While the strip establishment no longer hires dancers under age 21 in order to sell liquor, we continue to believe that many young women are heavily influenced or "trafficked" into nude dancing and related prostitution in our community by males who exploit them for financial reasons. To this end, when Councilman Kozachik invited us to participate in his project we were pleased to do so. We were able to identify a successful diversion program in the Phoenix area and connected its director with the Tucson committee. Following a successful joint meeting in Tucson, plans were laid to duplicate the Phoenix program insofar as was reasonable for our community. We continue to serve enthusiastically on this committee.

Re-Creating a Guide for Survivors of Domestic Abuse, Assault, and Violence

In 2012 PCTWC collaborated with the Southern Arizona Legal Aid attorneys to update a Sexual Assault resource guide that had been published by the Commission five years previously. Renamed as "Guide for Survivors of Domestic Abuse, Assault, and Violence" the publication was redesigned by our Commission to include much new and updated content. Appreciation is extended to the Southern Arizona Legal Aid for their work on the Guide, and also to Pima County Attorney Barbara LaWall who provided \$5,000 from funds seized from criminals, and not from taxpayer dollars for printing and dissemination.

The publication is extremely popular with community service organizations and faith-based groups. To date we have distributed over 2500 copies of the publication throughout Pima County and the City. The attorneys at Southern Arizona Legal Aid continue to collaborate with us in translating the Guide into Spanish. We are now seeking funding to support the printing of the Spanish language version.

Reviewing Governmental Agency Policies on Sexual Harassment

Local media publicity around sexual harassment claims at Pima Community College and in City government drew Commission members' attention to how the issue is handled by larger employers. We obtained and reviewed the sexual harassment policies in place at The University of Arizona, Pima Community College, Pima County, and the City of Tucson. We found the

policies in place at The University, and at Pima County were suitable. Pima Community College is in the process of updating its policy, to which we gave input. The City of Tucson updated its policy in an appropriate manner.

Co-Sponsoring a Forum with Candidates for the Pima Community College Board

The Commission was pleased to collaborate with the League of Women Voters to sponsor a forum involving candidates for the Pima Community College Board, all of whom attended the event. The forum took place at the college's Downtown Campus and drew a standing room only crowd. Each candidate was permitted to speak on her/his opinions about college policies, with a question/answer session following. As non-partisan organizations, neither the Commission nor the League of Women Voters adopted positions regarding candidates or their opinions.

Running and Winning

The Commission collaborated with the League of Women Voters, the American Association of University Women/Tucson, and The University of Arizona to sponsor a training program in how to run for political office, directed at girls attending Marana High School. The school principle collaborated to ensure that the girls could attend during a school day and accrue appropriate school credit. Over 50 young high school women brought enthusiasm and great energy to the event which, to all involved, was a flawless success.

Women's Equality Day

On August 26, 2012, 50 people arrived at the Women's Commission building, along with Mayor Rothschild, to celebrate the Mayor's proclamation declaring Women's Equality Day. Lisa Lovallo, Vice President and System Manager for Cox Communications, gave a rousing g address on the status of women's equality, citing her own experience being asked to leave the Tucson Country Club's men-only bar. Supervisor Bronson could not attend but took time to prepare a strong statement on women's equality which was delivered on her behalf

Day of the Girl

Commission members assisted five Catalina Foothills High School female students to draft a proclamation creating "The Day of the Girl," following United Nations resolution designating October 11, 2012 as the recognition day. Mayor Rothschild signed the requested proclamation which thrilled the girls and their school principal. Recognition goes to the following young women for their creativity and their search for equality for girls: Becky Monroy, Hayley Flanigan, Maddy Melichar, Ruby Corrigan, and Anastasia Matiotos. The proclamation, as drafted and accepted, read, in part, as follows:

WHEREAS, equality and universal access to education for every girl and boy are among the United Nations' Millennium Development goals supported by 189 countries, including the United States; and

WHEREAS, the “Day of the Girl” campaign calls on communities across the globe to recognize that girls face many injustices such as discrimination, gender stereotypes, lack of education, child trafficking, and empowers girls to fight for their rights; and

WHEREAS, all people should have the right to live up to their full potential- girls and boys alike; and

WHEREAS, providing access to education and educational advancement is a major priority of the City of Tucson; and

WHEREAS, the City of Tucson joins the Girl Project, the Pima County/Tucson Women’s Commission, and the International Day of the Girl, and supports increasing girls’ participation in sports, science and math-related activities, increasing girls’ high school graduation rates, and providing equal opportunities for all girls by speaking out against gender-based injustices, celebrating all girls’ potential, and encouraging all girls to pursue their dreams.

Commission members congratulate the young women of Catalina Foothills High School for their vision and their actions on behalf of gender equality.

The Commission coordinates and disseminates information concerning women

Publishing and Distributing a Commission Newsletter, *Clarion Redux*

By December 2012, the Commission reported its activities to the residents of Pima County and Tucson through our first newsletter, *Clarion Redux*. The publication was widely disseminated via e-mail, and on the Commission’s Website, and received much approval and acclamation.

Presenting Dr. Valerie Miller

By request of Del Jones, a long-time community activist on behalf of women’s equality, the Commission took the lead in organizing seven women’s groups in co-sponsorship of a talk by Dr., Valerie Miller, a specialist in women’s equity issues in Africa and South America. Along with the Commission, Las Adelitas, the Black Women’s Task Force, the Women’s Foundation of Southern Arizona, The League of Women Voters, The University of Arizona’s Southwest Institute for Women and Women’s Studies Advisory Council, and the American Association of University Women, the Pima County/Tucson Women’s Commission engaged the community in Dr. Miller’s talk entitled, “Strengthening Women’s Rights in Tucson: Lessons from Around the World.” This successful event drew 50 women and took place at the Tucson Community Foundation conference room in November, 2012.

Hosting International Women Visitors to Tucson

Commission members were asked to host a meeting of foreign visitors to Tucson from Canada and Zimbabwe in 2012. Accordingly, we welcomed five Canadian Muslim women who were visiting at the invitation of the U.S. government. They were: Ms. Saara Nazmudin BHANJI, Program Coordinator, Association of Women’s Action, Research, and Empowerment; Mrs. Fatima CAJEE, Coordinator, Women’s Study Group; Dr. Furrukh FARUQUI, Family Physician and Joint

Secretary, Ottawa Muslim Women's Organization; Ms. Sana KHALIL, M.A. candidate, Social Work, University of Ottawa; and Ms. Mariam OMAR, Consultant, Seniors and Healthy Aging Secretariat, Province of Manitoba. From Zimbabwe, we welcomed at the Commission Ms. Betty Makoni, a gender rights activist and founder of "The Girl Child Network Worldwide," a nonprofit organization promoting girls rights, empowerment, and education. These meetings enabled us to share the Commission's work with women of other countries, and to promote our City and County commitment to women's equality through its support for the Women's Commission.

Presenting a Video on Girl Power at the Loft Theater

On April 19 at the Loft Cinema in Tucson, Commissioners participated in an event entitled, "Girl Power Tribute." The event featured a video created by Lucy Howell of Move Media and a member of the Commission. The video featured an impressive line-up of experts including Sheila Tobias, author and Commission member, Rocky LaRose, UA Athletics, LaTanya Sheffield, Olympian and Mom, and Tannya Gaxiola, entrepreneur. The purpose of this event was to draw attention to the need to support young girls' education about how government works.

Offering the Seminar Series to Engage Community

The Commission was pleased to offer a free seminar series on popular topics, which drew between 5-10 people per seminar. The seminars met their goals of educating participants not only on the topic at hand, but also about the purpose and activities of the women's commission. The series included the following topics:

Desperately Seeking Capital (October 11)
How to Get Your News in Print (October 18)
Bullying and Harassment (November 1)
Intellectual Property Law (November 8)
How to Start Your Own Business (December 6)

Engaging the Community through Music

For two years, the Commission has reached out to the community offering a concert series on the last Saturday of each month in the Commission building. This event has had the effect of providing opportunities for women performers, as well as bringing information about the Commission's services to the participants. A variety of musicians and writers performed at the Commission in 2012 including Joanna Frueh, writer/performance artist; Mother Canara Price, musician; and Kathy Harris, Susie Ronstadt, Susie Wright, Robyn Landis, and Dr. Kathleen musicians, songwriters and musicians.

Supporting Substance Abusers through "Twelve Stepping Sisters"

Every Tuesday at 5:30 pm the Commission has sponsored an event called "12 Stepping Sisters." This enables anyone to come to the Commission to attend a women's open meeting of Alcoholics Anonymous which studies the 12 steps.

Orchestrating a Reception for the new President of the University of Arizona

In May, 2012, shortly after the University of Arizona announced the appointment of Dr. Ann Weaver Hart to the position of President, the Commission wrote to Dr. Hart's office suggesting that we organize a women's reception in honor of her appointment. By November Dr. Hart's schedule had eased up enough to offer a date for an event. The Commission has taken the lead in contacting women's groups in Tucson to invite their collaboration for the reception. Thirty six organizations agreed to be co-sponsors. The enthusiastic response is a strong testimony regarding the movement of women into major leadership roles in major institutions. Planning activities are underway, with a reception scheduled for February 27, 2013.

The Commission recommends necessary procedures, programs and legislation to promote and ensure equal rights and opportunity for all women.

US Women's Chamber of Commerce

The Commission heard a presentation by Nova Sipe of the US Women's Chamber of Commerce regarding the need for Congressional action that enables women-owned business to get a fair share of federal procurement opportunities. We supported HR 2403 which amended the Small Business Act with respect to the procurement program for women-owned small business concerns. The bill was not successful in the Congress.

General Assistance and Response to Inquiries

A variety of requests arrive at the Commission office via telephone. For example, one woman was desperate for support because she was returning to a homeless condition due to lack of funds to pay rent. A commissioner and a former Commission staff member collaborated to contribute to her rent payment, in order to give her time to find a job, and get her life in order, through December, 2012. We were also able to work with the Lyons to get this woman new eyeglasses. Other women seek job opportunities; still others seek social service assistance. With no staff member available to immediately respond to phone calls, we try to return the calls within 48 hours, and provide assistance as appropriate.

Women Tribal Leaders' Recognition Ceremony. Commissioner Lucinda Hughes-Juan represented the Commission at a gathering of women tribal leaders during the summer of 2012.

Project "Hoodie." Commissioner Alison Hughes represented the Commission at this May event sponsored by the Black Women's Task Force, NAACP, Mt. Calvary Baptist Church, and

the Tucson Urban League. The meeting was offered to allow people to express their feelings about the Trayvon Martin killing, and was extremely well attended.

The Pima County/Tucson Women's Commission requests of any Pima County or City of Tucson department information, services, facilities and any other assistance within the means and responsibility of the department for the purpose of furthering the objectives of the Commission.

Women in Government Day

The Commission's Women in Government celebration grew exponentially this year. We received approximately 60 nominations of women who work in city and county governments were worthy of recognition. Responding to our request, the Mayor and the Board of Supervisors Chairman each proclaimed March 23 at Women in Government Day in recognition of the contributions women make to government service. The City and County Managers' offices worked hand-in-hand with us to ensure that the awards ceremony, held at the Tucson Museum of Art, was a success. We are grateful to the Kaimas Foundation and to the City and County Managers for their financial support for this event. The Mayor and Supervisor Elias were on hand to announce the awards and congratulate every nominee and present the winners. We created framed certificates for every nominee, and arranged for engraved glass gifts to be awarded to the winners. The following winners were announced:

- Leadership: Captain Carla Johnson, Tucson Police Department
- Unsung Heroine: Stephanie Yvonne Torres, Pima County
- Community Volunteer: Bushra Faesal, Pima County Library
- Evolving Young Woman: Laura Dent, City of Tucson
- Sisterhood in Government (a team award): police officers Maria Hawke, Cindy Mechtel, Jennifer Howell-Brotherton, Jennifer Pegnato-Hill, Carmen Trevizo, Jennifer Turner.
- Wise Woman Award: Jan Vasilius, President, Kaimas Foundation.

Hughes Federal Credit Union donated \$1,000 to PCTWC to purchase a flat panel TV and video player which were used during Women in Government Day for inspirational messages. The County and City Managers also supported this event with small donations that covered food expenses for the nominees and nominators. We are grateful to the Managers and the credit union for their warm support.

By December, 2012, we held our first meeting to plan the 2013 Women in Government Day celebration which is scheduled for March 8.

The Pima County/Tucson Women's Commission consults with federal, state, county, city and other public agencies and commissions on matters relevant to the Commission.

The Commission recommends necessary procedures, programs and legislation to promote and ensure equal rights and opportunity for all women.

Women Managing in Tough Times

In 2012 the Commission undertook a review of women who have been struggling to survive in a tough economic climate. In December we collaborated with the Southwest Institute for Research on Women to sponsor a focus group of women who find themselves homeless, and/or have been living on very limited incomes. We plan to hold more of these focus groups in 2013, at which time we will submit a comprehensive report to the Commission, to elected officials, and to other appropriate agencies, with recommendations. The University of Arizona's College of Public Health is also a collaborator in the project through assigning an public health student, Salena Meyer, to serve as an Intern.

Commission Funding

The Commission was fortunate to continue receiving monetary support from the Kaimas Foundation this year, without which we could not have accomplished the activities described in this report. To that end, we publicly laud board members of the Kaimas Foundation, Jan Vasilius and Ann Charles, for their unswerving support of our work. We are grateful to Hughes Federal Credit Union for a donation of \$1,000 to enable us to purchase a flat panel television and DVD player for use in our seminars and presentations at our office. Thanks also go to numerous individuals who contributed small amounts of funds because they value the Commission and want to see its efforts continue in the community.

We sought funding support through employee giving programs funneled through United Way, including Pima County, City of Tucson, State of Arizona, and The University of Arizona. While these efforts did not yield much money in 2012, we are hopeful that 2013 will see a larger response from employees who are tasked with selecting among hundreds of agencies that request employee support through payroll deductions. During the past three years PCTWC has benefitted from a volunteer director who has assisted us in rejuvenating and revitalizing the Commission and its purpose through offering a variety of opportunities that enabled us to reach out to over 5,000 women. However, she has given notice of intent to resign in this capacity effective June 30, 2013. To that end, we are requesting a small amount of funds from both the Mayor and Council and the Board of Supervisors, to allow the hiring of a part-time Executive Director.

The following two pages contain a limited budget request to the Mayor and Council and the Board of Supervisors. We herewith request an opportunity to be on the Mayor and Council and the Board of Supervisors agenda to discuss the Commission and its status.

**BUDGET REQUEST TO MAYOR AND COUNCIL FROM
PIMA COUNTY/TUCSON WOMEN'S COMMISSION
SUBMITTED FEBRUARY 25, 2013
FOR THE FISCAL YEAR BEGINNING JULY 1, 2013**

Personnel

Executive Director part-time @ \$74,000/year including ERE.....	\$18,500
Total.....	\$18,500

**BUDGET REQUEST TO THE BOARD OF SUPERVISORS FROM
PIMA COUNTY/TUCSON WOMEN'S COMMISSION
SUBMITTED FEBRUARY 25, 2013
FOR THE FISCAL YEAR BEGINNING JULY 1, 2013**

Personnel

Executive Director part-time @ \$74,000/year including ERE.....	\$18,500
Total.....	\$18,500